



LISA M. GARRETT
DIRECTOR OF PERSONNEL

COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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August 02, 2016

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

45 August 2, 2016

LORI GLASGOW
EXECUTIVE OFFICER

**AUTHORIZE THE DEPARTMENT OF HUMAN RESOURCES (DHR) TO EMPLOY A RETIRED
COUNTY EMPLOYEE ON A TEMPORARY BASIS
ALL DISTRICTS
3-VOTES**

SUBJECT

Request for approval for the return of retiree Robert L. Goldberg, M.D., M.S.O.M., as a 120 day retiree, to provide occupational health medical services; oversee related policies and procedures development; and assist in the upcoming contract solicitation for pre-placement and employee medical examination services.

IT IS RECOMMENDED THAT THE BOARD:

Find that, as a result of Dr. Goldberg's retirement on March 31, 2016, it is necessary to maintain the expertise and oversight of key functions in the Occupational Health Programs (OHP) Medical Services and that Dr. Goldberg is uniquely qualified to provide these functions on a temporary basis.

Approve the Director of Personnel's request to allow Dr. Goldberg to return as a part-time Chief Physician II Preventive Medicine, effective the date of Board approval, at the rate of \$111.67 per hour for up to 960 total hours of work in a fiscal year. This hourly rate is consistent with Dr. Goldberg's final salary level at retirement.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Under the California Public Employees' Pension Reform Act of 2013 (PEPRA), a person who retires from the County may serve without reinstatement from retirement or loss or interruption of benefits provided by the retirement system before a period of 180 days following the date of retirement, as long as the department certifies the position is critically needed and the retired person has the skills needed to perform the work within a limited duration of time.

The OHP Medical Services manages the pre-placement employment examination contracts and performs medical monitoring, as required by Cal/OSHA or as part of an established wellness/fitness program, and drug and alcohol testing of County job applicants and employees in sensitive positions.

Prior to his retirement, Dr. Goldberg was a full-time Chief Physician II, responsible for developing and directing occupational health policies and procedures for the County, while providing specialized occupational medical services and managing the medical service contracts for County pre-employment and employee medical exams. In addition, Dr. Goldberg provided consultation on various workers' compensation related issues and functions. This critical position is currently vacant and Dr. Goldberg is uniquely qualified to perform the work.

Dr. Goldberg's return on a part-time basis will ensure the availability of leadership and expertise critically needed for the operation of OHP Medical Services. During the period of Dr. Goldberg's temporary employment, DHR will be recruiting to fill the position on a permanent basis.

Implementation of Strategic Plan Goals

The recommended actions support Goal 1, Operational Effectiveness/Fiscal Sustainability, of the County's Strategic Plan.

FISCAL IMPACT/FINANCING

The cost of the recommended actions will be absorbed within DHR's existing budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The recommended actions are in conformance with PEPRA.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Implementation of these recommendations will ensure that DHR has the capability to continue providing critical occupational health medicine services to all County departments.

The Honorable Board of Supervisors

8/2/2016

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Respectfully submitted,

A handwritten signature in black ink, appearing to read "Lisa M. Garrett", with a long horizontal flourish extending to the right.

LISA M. GARRETT

Director of Personnel

LMG:DSK

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
LACERA